

Cantor, Howard

From: Cantor, Howard
Sent: Wednesday, February 12, 2014 9:08 AM
To: (b)(6)
Cc: Daniels, William
Subject: RE: Bathroom Issues

(b)(6)

Thanks for your note. For clarification, I did not address this at an all-hands meeting, but rather at an RLT meeting. The main point of my message was that we had been posting signs in the restrooms asking people to take certain steps to keep the restrooms clean, but people have been taking down the signs. I asked the managers present to communicate that people should not take down the signs, along with an explanation of why we had posted the signs.

Thanks,
Howard

Howard Cantor
Deputy Regional Administrator
US EPA Region 8
(303) 312-6308

From: (b)(6)
Sent: Wednesday, February 12, 2014 8:38 AM
To: Cantor, Howard
Cc: Daniels, William
Subject: Bathroom Issues

Howard:

I was not at the all hands meeting where you discussed the bathroom issues. I talked with Bill Daniels yesterday and ask if you had considered the possibility of this being the act of an individual with germaphobia or some sort of disorder regarding the use of public restrooms. It seems to me from the discription given that the individual may not want to be in contact with the bathroom fixtures, rather than comitt an of act of vandalism. At least I hope that is a plausible explanation. If this is the case, I would encourage a discussion with HR on possible paths forward to resolve the issue rather than publicly abmonishing someone with a mental disorder. If it is was an act of vandalism, then there is already protocol in place to deal with that senerio. I useally don't identify a problem without attempting to offer a soulution, but I am having difficulty coming up with a soulution to this problem, short of something that would be intrusive on the general population of the Regional Employees. This maybe an issue where you have to wait until the individual is identified and then determine the appropriate response.

Thank You
(b)(6)